

to do so without finany to the individual.

the agency is required to ere is any other position iginal pay-grade to which loyee could be assigned I perform satisfactorily. s cannot be done, the s obligated to demote the e to the proper pay-Then salary protection o play.

vast majority of cases ided employees do not ey. They go to a step in er grade which permits hold at least the equivae original salary.

ommission said the imof the overgrading study : should lead to greater is among managers about ponsibilities for assuring assification, and in helpunwarranted costs.

udy was based on a one random sampling of the an lan-time permanent, nar jobs in the General

The Commission said q most valid and reliable be conducted on overo far.

ition for further salary n is pending before Con-

) Retirement Ends

tory Federal retirement has been abolished. Sept. 30, Federal em-

vill no longer be required at 70, in accordance with w 95-256 of April 6.

spealed was the law renat individuals who have ige 70 may be appointed npetitive service only on ary basis, opening the ermanent appointment.

tory retirement, howiains in effect for special ir traffic controllers at ertain law enforcement and fire fighters at age ertain Alaska Railroad, Canal Company and

applicants are qualified for most

applicants are qualified for most SchApproved For Release 200 1707/72 of CrA RDP84-00313R000 100220002-5

Term appointments are used when agencies need additional Labor Management Relations.

2. Inclusion of the existing Labor Management Relations cently added to the Civil Service staff for projects which last from 1 to 4 years. Under the new instructions, agencies no longer need Commission approval before establishing such short term posi-

Woman Scientist Wins \$2,500 Retiree Award

A woman was awarded \$2,500 as the first Federal Retiree of the Year, the National Association of Retired Federal Employees (NARFE) announced.

Mrs. Irene K. Fischer, Ph.D. an internationally recognized geodesist, who retired from the Defense Mapping Agency last year, was chosen from among nearly 30 nominees from Federal agencies

Mrs. Fischer was chosen for research on the size and shape of the earth that resulted in more accurate mapping of the earth and contributed importantly to national defense, the space program, and advancement of scientific knowledge.

She developed the "world geodetic datum" used by the National Aeronautics and Space Administration in the Mercury, Gemini, and Apollo projects.

Mrs. Fischer has written more than 100 scientific papers and several books. A resident of Takoma Park, Md., she is married to Eric Fischer, Ph.D., a geographer.

Handicapped Award

The Civil Service Commission has reminded all agencies that nomination for the Outstanding Handicapped Federal Emplyee of the Year Award for 1978 should be submitted to the Commission no later than June 30. The annual ported. In actuality the 27th pay 001001250 Civil Service Commisawa Approyed For Release 200 10612 and Clark De 300 31 13 30 001002 5 Service Commisawa Approyed For Release 200 10612 and Clark De 300 31 13 30 001002 5 Service Commisawa Approyed For Release 200 10612 and Clark De 300 31 13 30 001002 5 Service Commission of the Commission he held Oct 5 during National Jan 19 1979

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program, based upon Executive order, in statute.

3. Establishment through collective bargaining of grievance and arbitration procedures to cover most statutory appeals for employees in exclusive bargaining units.

The Administration had previously informed the cognizant committees of Congress the legislation to this

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N. C. Molerals may be expired ice, empi Address inquiries to East to Stopes cheek the longwith a without credit organizat labor-mana stature and

. time ha clusion of t program in legislation. S tions Authorit, program and

program and e panded arbitra-tion procedures for resolving individual appeals, the initiatives will improve the collective bargaining process as an integral part of the personnel system"

Correction

An extra paycheck for 1978 was mistakenly claimed in the March 'Federal News Clip Sheet. Please don't bank on it. Nor will there be 27 pay periods, as re-

recerci News C Steel Woshington DC 2045 es seif-check antch help participants measure their own progress. The course also has three examinations, scored by the NISC, and results are returned to the student. A 40-hour certificate is awarded to each student success-

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Commission's National Independ-

ent Study Center (NISC) cur-

for new government supervisors,

and fulfills supervisory training

requirements (contained in F

eral Personnel Manu

The 40-hour course is designed

The cost is \$90 per enrollee. Nominating officials can obtain more information by calling the NISC staff on commercial (303) 234-2224 or FTS 234-2224. Nominations from Federal, State, and local agencies for "Applied Supervision" should be sent to:

fully completing this course.

Director National Independent Study

Center

Plda 90 Danuar Fadanal

MAY ERRORESTANCE THE PROPERTY Thomas Peter Huang, Ph.D., Department of Defense, Washington, D.C., "for his outstanding leadership in assisting individuals and communities to overcome serious economic impacts resulting from defense program changes.'

James Harlan Taylor, Central Intelligence Agency, Washington, D.C., "for his outstanding contributions to the management of the Central Intelligence Agency and is significant role in the planning nd reorganization of the intellince community.'

n the scientific and technical sion were:

nomas L. Boggs, Navy, Uma , Calif., "for his outstanding vement as an internationally nized research scientist in ld of solid and liquid propelnbusion.

Juff G. Gillespie, Agency arnational Development. good, Dov. Tel his ants in developing a reogram to test the cost ss of delivering family June 1978 nd health services to or in developing coun-

James B. Pollack, Ph.D., National Aeronautics and Space Administration, Moffet Field, Calif., for his outstanding research of the planets and applying s knowledge to problems conterning the earth by studying the long-term effects of atmospheric changes.'

Ivy F. Hooks, National Aeronautics and Space Administration, Johnson Space Center, Houston, "for her outstanding contributions to the success of the Appollo program and for her creative engineering and leadership abilities in the design and development of the space shuttle program.'

Sherwood B. Idso, Ph.D., Department of Agriculture, Tempe, Ariz., "for his innovative research into fundamental aspects of

	ROUTING AND	RECOR	D SHEET
SUBJECT: (Optional)			
Federal Retiree of the	e Year		
FROM:		EXTENSION	NO.
Director of Personnel	444		DATE
5E58 Hqs.	N	6825	16 February 1978
O: (Officer designation, room number, and suilding) $ \boxed{EO/D \cup A} $	DATE -	EFFICER'S INITIALS	COMMENTS (Number each comment to show from who to whom. Draw a line across column after each commen
1. Deputy Director for Administration 7D18 Hqs.	92 (
2.			
D) (Person		4	
4. Director of Personnel 5E58 Hqs.	25 FEB	5	DISAPPROVED.
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DD/A Registry

MEMORANDUM FOR: Acting Deputy Director for Administration

FROM:

F. W. M. Janney

Director of Personnel

SUBJECT:

Federal Retiree of the Year

- 1. Action Requested: That you determine if the Agency will submit a nomination for the Federal Retiree of the Year Award.
- 2. <u>Background</u>: In a recent bulletin, the Civil Service Commission announced it is cooperating with the National Association of Retired Federal Employees (NARFE) to establish a program to designate, annually, The Federal Retiree of the Year. The retiree to be selected will receive from NARFE a plaque and a check for \$2,500.00, and will be honored at a reception sponsored by that organization. The first awarding of these honors to a selected retiree will be at a date, yet to be announced, in the spring of 1978. All Federal departments and agencies are invited to submit nominations to NARFE by 28 February 1978.

Nominees must be Federal employees who retired in calendar year 1977 and must be persons who have demonstrated unusual competence, achievement and dedication during their Federal careers. Nominations must be accompanied by biographic information, description of length of service. and a statement describing achievements on which a nomination is based.

3. Staff Position: We believe that the Director would want the Agency to participate in this program, and we suggest that TATINTL would be worthy of serious consideration.

STATINTL

4. Recommendation: That you determine if the Agency wishes to to NARFE as our candidate for the Federal Retiree of Year. Or any one else.

STATINTL

F. W. M. Janney

STATINTL

APPROVED:

Acting Deputy Director for Administration

STATINTL

Teting Deputy Director for Administration Concerns

1977

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